

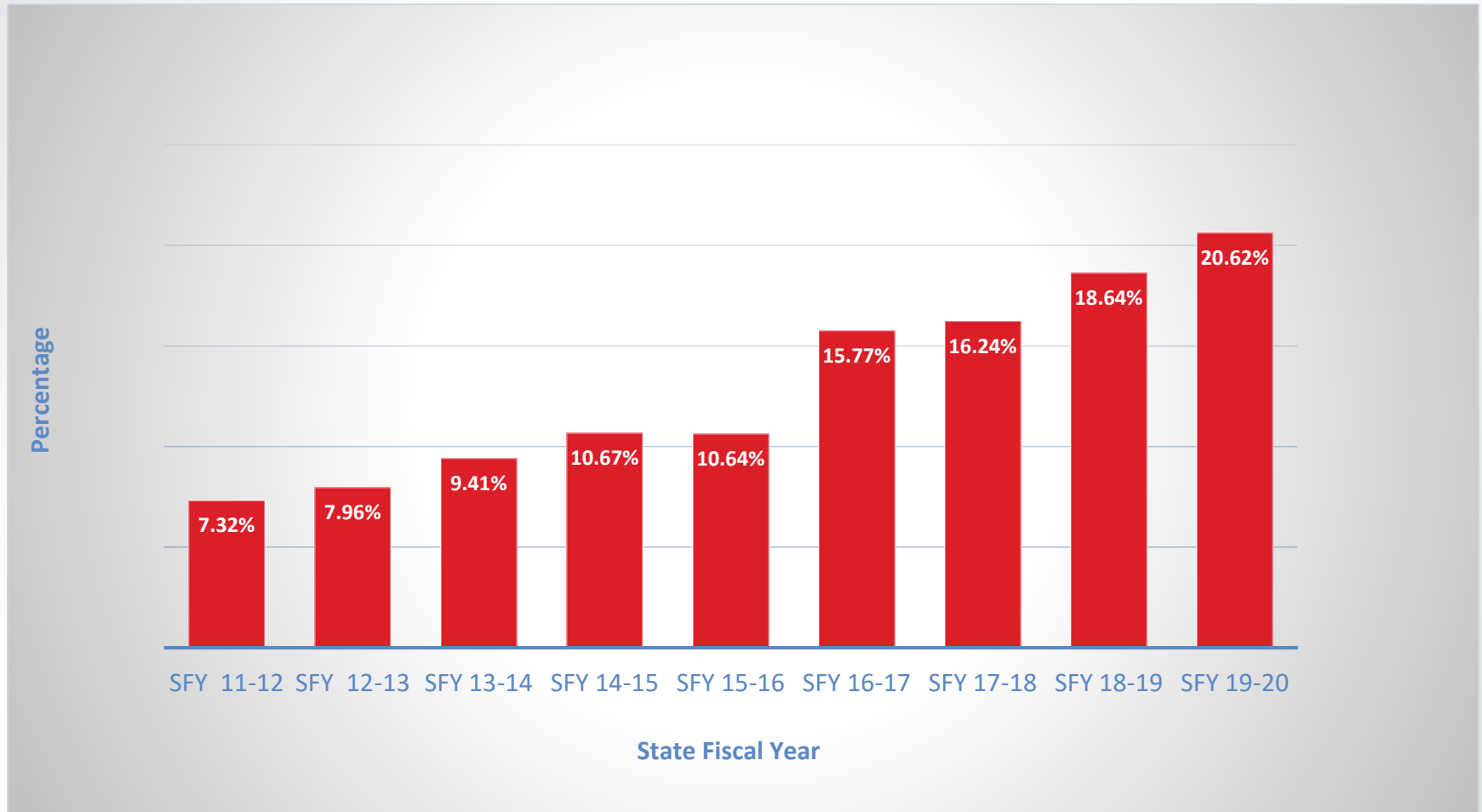


NORTH CAROLINA
DEPARTMENT OF PUBLIC SAFETY
PREVENT. PROTECT. PREPARE

Prison Safety and Employee Wellness Plan

Senate Select Committee on Prison Safety
October 22, 2019

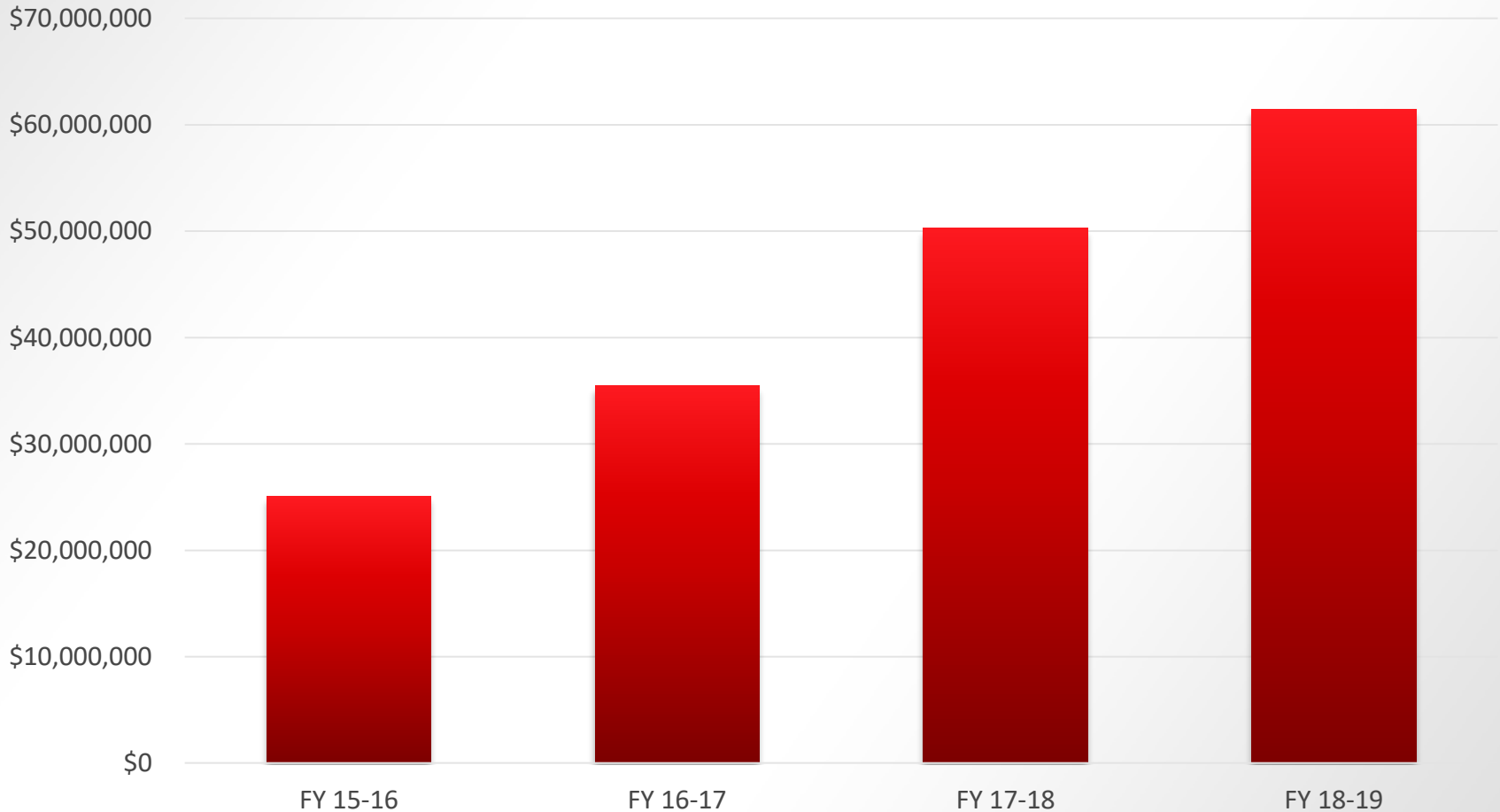
Correctional Officer Vacancy Rate



Security Coverage and Overtime

- ▶ Prison facilities are requiring staff to work mandatory overtime to support basic security and safety operations.
- ▶ Despite these efforts, some security posts are not able to be staffed sufficiently.
- ▶ Excessive overtime has led to significant increases in overtime expenditures, employee fatigue and poor retention rates of correctional staff.
- ▶ The combination of these factors has lead to unsafe conditions in our prisons.

Correctional Officer Overtime Totals

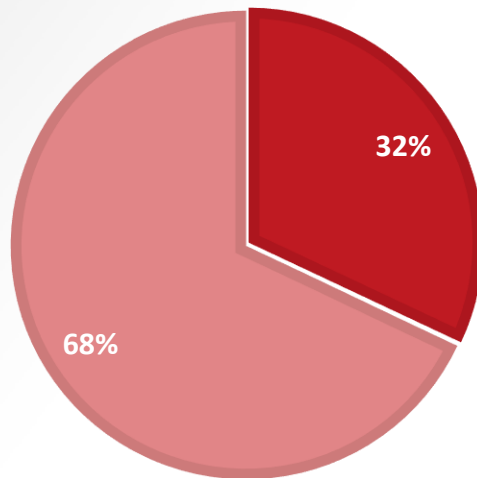


North Carolina Prison Population at Fiscal Year End

Source: NC DPS Automated System Query, SPAC examination

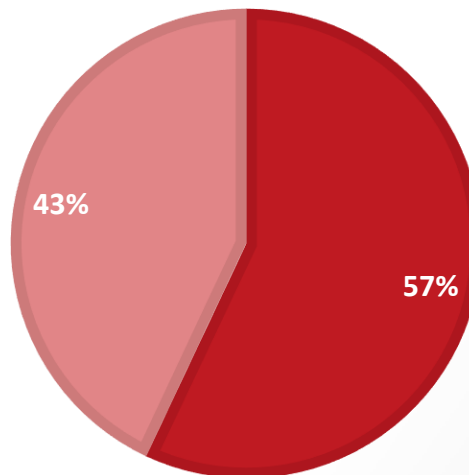
1995

■ Violent ■ Nonviolent



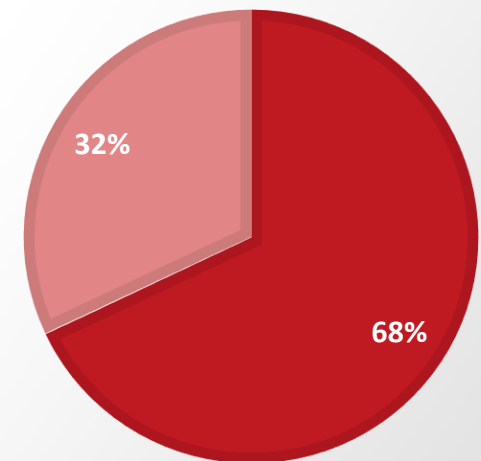
2009

■ Violent ■ Nonviolent



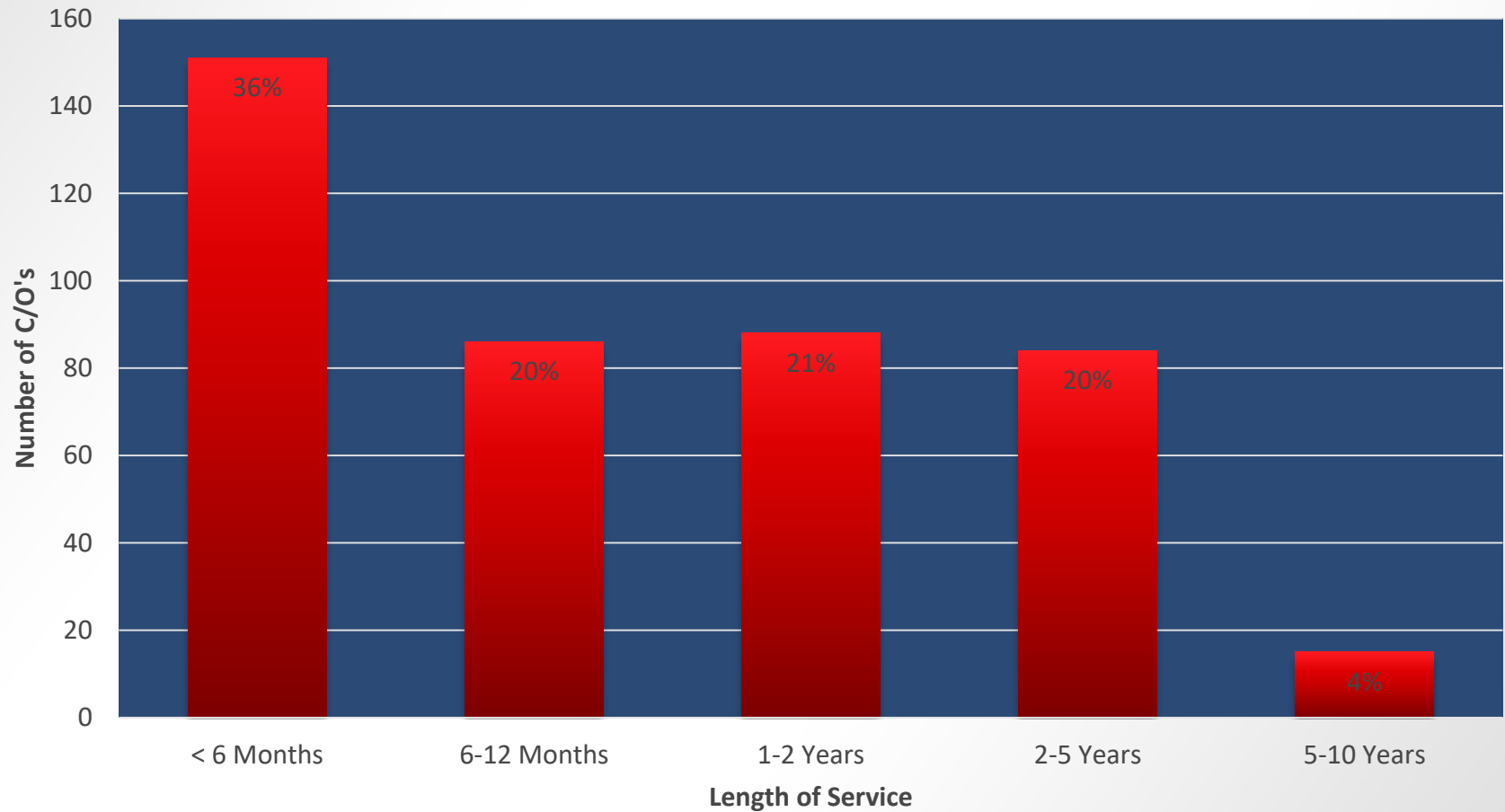
2019

■ Violent ■ Nonviolent

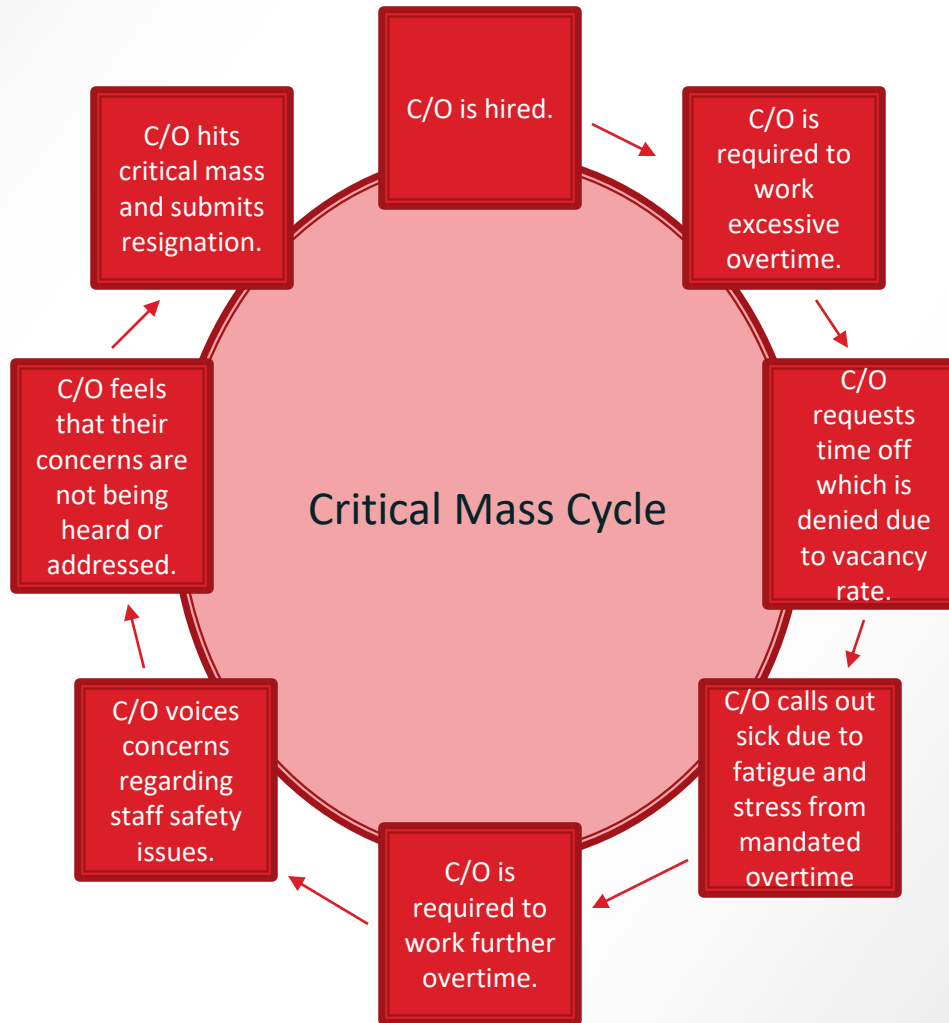


2018 Annual Separation Totals with Length of Service

Correctional Officers 20-29 years old

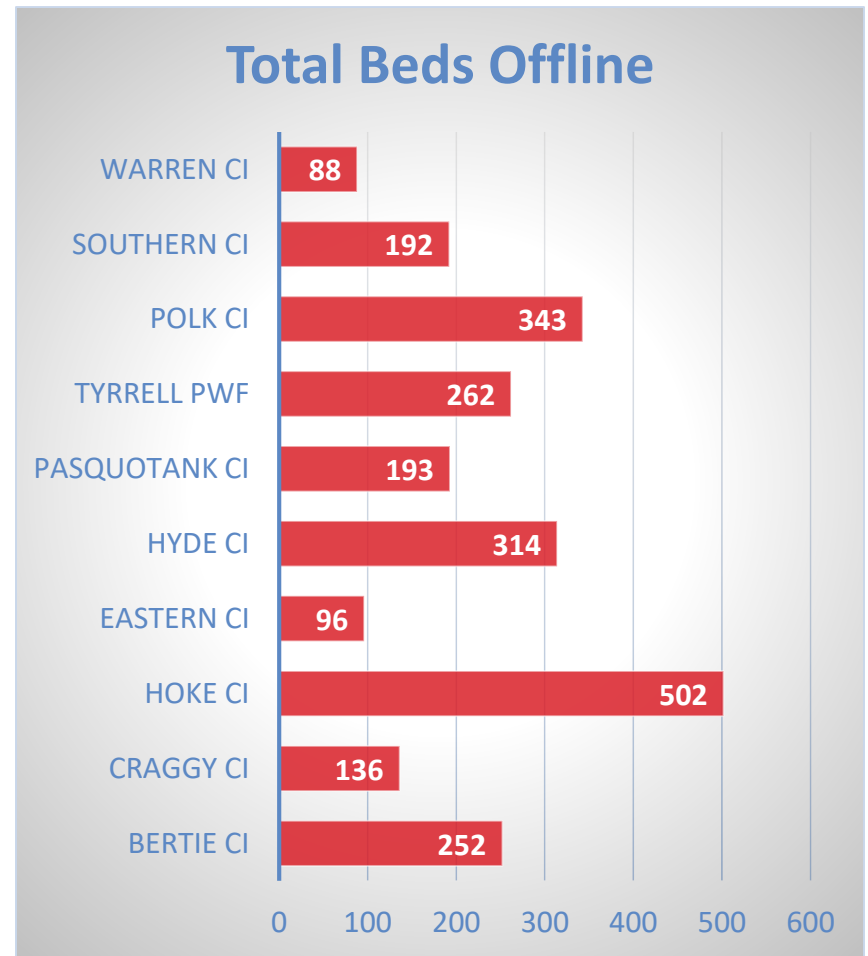


Correctional Officer Retention



Population Management

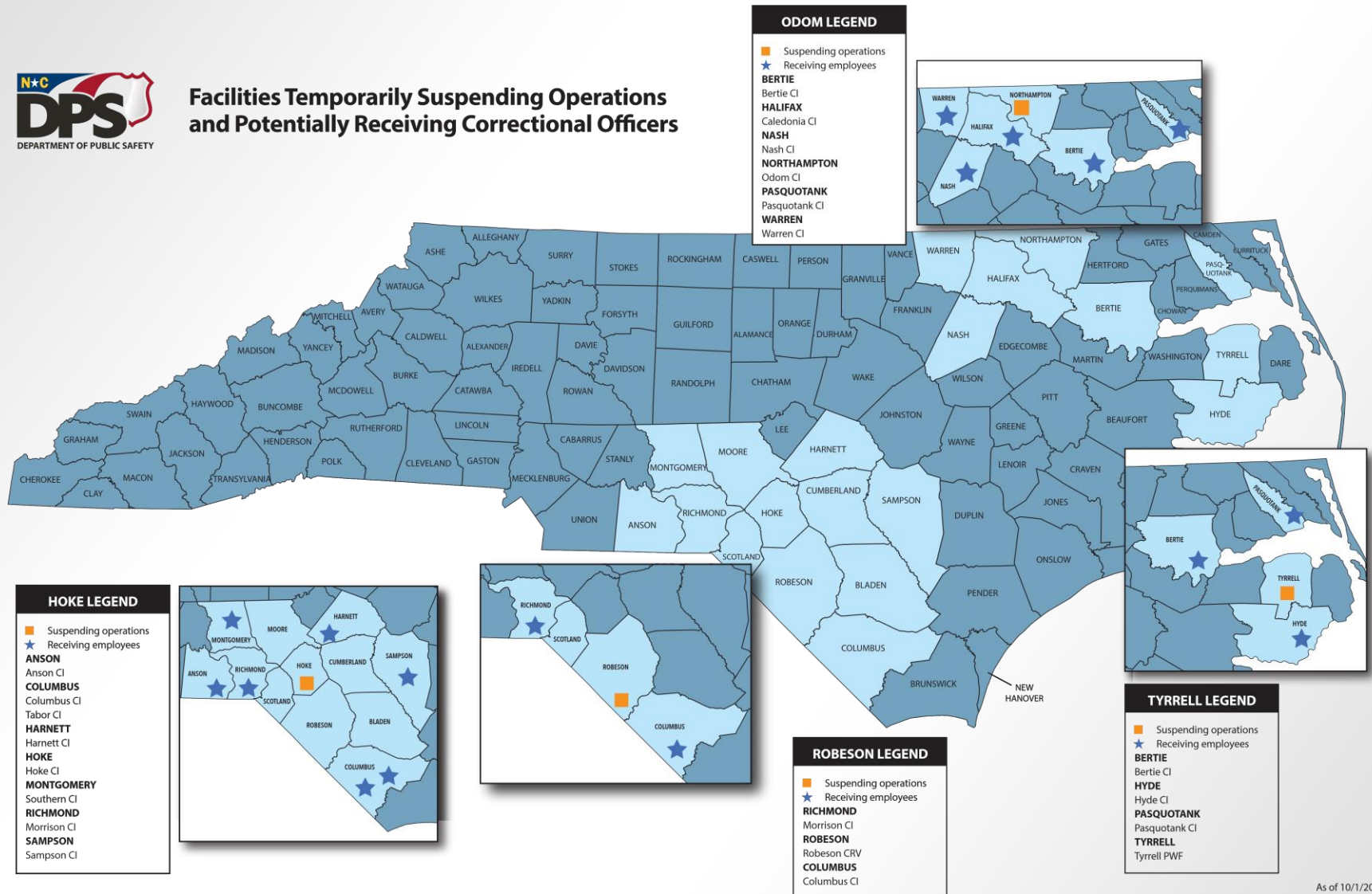
- ▶ There are currently 2,300 offender beds offline at 10 prisons.
- ▶ There are approximately 1,000 offenders on the jail backlog.



Prison Safety and Employee Wellness Plan

- ▶ Phase I – The suspension of operations at Robeson Confinement in Response to Violation (CRV) center.
- ▶ Phase II – The suspension of operations at Hoke CI and the designation of Anson CI's minimum custody male facility as the South Central region's reentry facility.
- ▶ Phase III – The suspension of operations at Tyrrell Prison Work Farm (PWF) and the re-missioning of Hyde CI from a medium/minimum custody male facility to a minimum custody male only facility.
- ▶ Phase IV – The suspension of operations at Odom CI.

Facilities Temporarily Suspending Operations and Potentially Receiving Correctional Officers



As of 10/11/2019

Prisons Selected to Suspend Operations

▶ Hoke CI

- Prison was constructed in 1954.
- Physical plant needs considerable repair and is costly to maintain and repair.
- Only 19% of staff working at Hoke CI live in Hoke county.
- The majority of staff working at Hoke CI live within 55 miles from a facility with a high correctional officer vacancy rate.

▶ Tyrrell PWF

- Prison was constructed in 1998.
- Prison is located in a rural area and has consistently maintained a vacancy rate that is at least 10% higher than the current statewide average for Correctional Officers.
- Most staff working at the prison reside within 55 miles from Bertie CI and Pasquotank CI.
- The reassignment of staff to Bertie CI and Pasquotank CI will present Prisons with the opportunity to appropriately staff the prison and also bring online a potential of 315 previously closed offender beds that could be used to reduce the current jail backlog.

▶ Odom CI

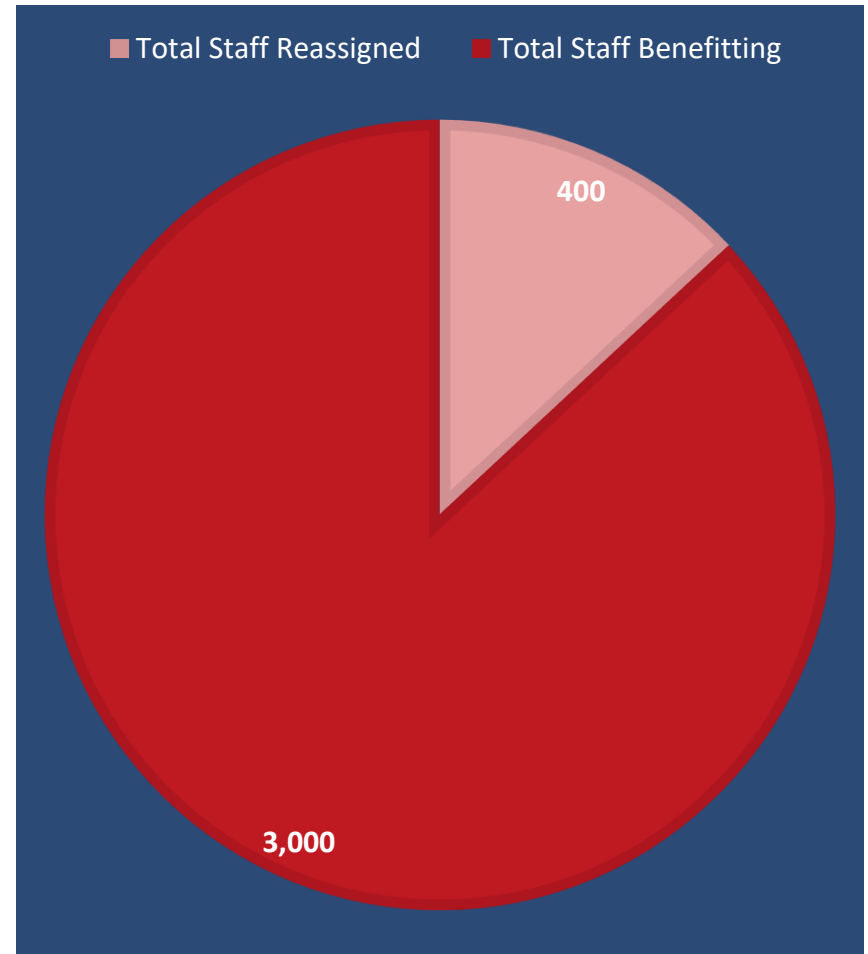
- Prison was constructed in 1961.
- Prison is also located in a rural area and has consistently maintained a higher than the statewide average vacancy rate for Correctional Officers.
- Most staff working at Odom CI reside within 55 miles from Bertie CI, Pasquotank CI and Warren CI.
- The reassignment of staff to Bertie CI, Pasquotank CI and Warren CI could potentially help cut these facilities vacancy rates by half and bring needed beds previously mentioned back online at Bertie CI and Pasquotank CI.

Prisons Selected to Receive Staff and Projected Vacancy Rate Impact

▶ Columbus Correctional Institution	24% to 8%
▶ Morrison Correctional Institution	18% to 4%
▶ Sampson Correctional Institution	19% to 8%
▶ Tabor Correctional Institution	12% to 7%
▶ Harnett Correctional Institution	24% to 9%
▶ Warren Correctional Institution	24% to 13%
▶ Bertie Correctional Institution	24% to 9%
▶ Hyde Correctional Institution	39% to 17%
▶ Pasquotank Correctional Institution	40% to 19%
▶ Anson Correctional Institution	26% to 25%
▶ Southern Correctional Institution	56% to 53%

Short Term Organizational Benefits

- ▶ Approximately 3,000 staff across the state will benefit from approximately 400 staff being redeployed from Hoke CI, Tyrrell PWF and Odom CI.
- ▶ Most of the staff affected by the move will receive an increase in salary.
- ▶ The improvement of staff safety by the reduction of officer vacancies and reduction of the staff to offender ratio at selected facilities.
- ▶ Improvement in employee morale due to increased staffing levels and reduction of mandatory overtime.
- ▶ The creation of opportunities for programming that could reduce offender idleness, improve prison safety and provide re-entry training to individuals transitioning into the community.
- ▶ Provide staff with the opportunity to attend much needed training



Long Term Organizational Recruitment and Retention Strategies

- ▶ Retention Pay Plan
- ▶ Changes to Staff Uniform Policy
- ▶ Staff and Leadership Development
- ▶ Continued Focus on Violence Reduction and Employee Safety